



**U.S. Army Intelligence and Security Command**  
**Vacancy Announcement**  
**INSCOM-AFSC-06232025-001 Intelligence Specialist**  
**(Operations) 0132-13 Worldwide (HU)**

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**Intelligence Specialist (Operations)**

*Open Period: 27 June 2025 – 8 July 2025*

*Open to all US Citizens*

**KEY POSITION DETAILS**

**Salary Range:** Base \$90,025 – 117,034  
**Series & Grade:** GG-0132-13  
**Job Title:** Intelligence Specialist (Operations)  
**Position Information:** Full Time Excepted  
**Service:** Permanent  
**Duty Location:** Worldwide

**Travel Required:** Up to 40% of the Time  
**Who May Apply:** All U.S. Citizen  
**Security Clearance:** Top Secret/SCI  
**Supervisory/Non-Supervisory:** Non-Supervisory  
**Drug Testing:** Yes  
**Obtain/Maintain Certifications:** Yes  
**Relocation Expenses Reimbursed:** May be Authorized  
**PCS Expense Authorized:** May be Authorized  
**Incentives:** May be Authorized

**Marketing Message**

Civilian employees serve a vital role in supporting the Army mission. They provide the skills that are not readily available in the military, but crucial to support military operations. The Army integrates the talents and skills of its military and civilian members to form a Total Army.

**Job Summary**

These are Military Intelligence Civilian Excepted Career (MICECP) positions within the Defense Civilian Intelligence Personnel System (DCIPS). Employees occupying DCIPS positions are in the Excepted Service and must adhere to U.S. Code, Title 10, as well as Department of Defense Instruction 1400.25. This position is located at the U.S. Army Intelligence and Security Command, MICECP. This vacancy announcement will fill positions at worldwide locations. If selected, the initial assignment will be to the position and the duties described and in accordance with MICECP procedures. Additionally, the selectee will be subject to involuntary reassignment at the assigned grade level into a position worldwide based on the program needs. Generally, rotations occur every 5-7 years. The selectee is also subject to deployments in support of United States contingency operations.

**WARNING:** Applications that contain Classified information WILL NOT receive consideration for this position. Applications that contain Classified information will be considered ineligible to the position and your Security Office will be notified to determine if any further action is warranted.

**Specific Duties**

- Incumbent serves as a Human Intelligence (HUMINT) Collector. Utilizes area and background knowledge in collection intelligence information from human sources using a variety of methodologies.
- Evaluates operational strategies and exercises authority to recommend and develop changes to operational procedures and priorities, which result in commitment of considerable resources to specific missions and programs.
- Responsible for remaining abreast of current events; foreign, defense and any policy, military and national security issues which have an impact on targets and regions of interest. Must maintain currency on US Army-specific, as well as National-level collection priorities, and on validated collection requirements.
- Prepares timely and proper requisite documents during all phases of collection assignments. Ensures appropriate

coordination with all government agencies in support of assigned collection operations.

## **Specialized Experience & Minimum Qualifications**

Applicants must have directly applicable experience that demonstrates the possession of the knowledge, skills, abilities and competencies necessary for immediate success in the position.

Qualifying experience may have been acquired in any public or private sector job but will clearly demonstrate experience in the application of the particular competencies/knowledge, skills, and abilities necessary to successfully perform the duties of the position. Such experience is typically in or directly related to the work of the position to be filled.

Specialized experience is defined as one (1) year of progressively responsible experience equivalent to the GS/GG-12 grade level that included conducting HUMINT collections operations; identifying HUMINT collection opportunities; providing recommendations on HUMINT collection strategies; and obtaining intelligence information using a variety of methodologies.”

**Must be category 1 certified to serve as a full-performance HUMINT Collector; apply knowledge in collecting intelligence information from human sources using a variety of methods; develop and implement methods to ensure optimal HUMINT program effectiveness; plan, coordinate, and execute HUMINT intelligence collections assignments (Duty 1); and maintain currency on Army specific as well as national-level collection priorities and collection requirements (Duty 2).**

Qualifications for the GG-13 grade level: To qualify applicants must possess one year of specialized experience equivalent to the next lower grade/level (GS/GG-12). For further details on the specific occupational series requirements, please go the following link:

<https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/#url=List-by-Occupational-Series>

You will be evaluated on the basis of your level of competency in the following areas:

- HUMINT Policies
- HUMINT Operations
- Intelligence Community Partnering
- Communication

NOTE: Creditable experience may include previous military experience, experience gained in the private sector, or experience gained in another government agency so long as it was at a level at least equivalent to the next lower grade in the series.

## **Conditions of Employment**

1. Must be able to obtain and maintain a Top Secret/Sensitive Compartmented information (SCI) security clearance.
2. Must be willing to undergo and successfully complete a Counterintelligence Scope Polygraph Examination and pass random examinations thereafter in accordance with Army Regulation 380-67, Personnel Security Program.
3. In accordance with Change 3 to AR 600-85, Alcohol and Drug Abuse Prevention and Control Program, must successfully pass a urinalysis screening for illegal drugs prior to appointment and periodically thereafter.
4. Must sign and comply with the provision of a mobility (rotation) agreement. Mobility may include unaccompanied tours.
5. All INSCOM employees may be subject to extended temporary duty (TDY) or worldwide deployments during crisis situations to perform mission essential functions as determined by management.
6. May be required to perform TDY of at least 40% of the time and may be subject to extended TDY.
7. Must successfully complete all required certification courses and training for the discipline, position, and grade as directed by the CG, INSCOM, the MICECP Program Manager or otherwise established in the program manager guide. In accordance with the MICECP Career guide, must successfully complete an MSO 1 certification course.

### **Additional Information**

- Male applicants born after December 31, 1959, must complete a Pre-Employment Certification Statement for Selective Service Registration.
- You will be required to provide proof of U.S. Citizenship.
- Two-year trial period may be required
- Direct Deposit of Pay is required.
- If you have retired from federal service and you are interested in employment as a reemployed annuitant, see the information in the Reemployed Annuitant ([https://acpol2.army.mil/chra\\_dodea/retiree.pdf](https://acpol2.army.mil/chra_dodea/retiree.pdf)) information sheet.
- This is a Career Program (CP) 10 position
- Salary includes applicable locality pay or Local Market Supplement.
- When you perform a Civilian Permanent Change of Station (PCS) with the government, the Internal Revenue Service (IRS) considers the majority of your entitlements to be taxable. Visit <https://www.dfas.mil/civilianemployees/civrel/Civilian-Moving-Expenses-Tax-Deduction/> for more information.
- Permanent Change of Station (PCS) allowances may be authorized, subject to the provisions of the Joint Travel Regulations and an agency determination that a PCS move is in the Government Interest.
- Recruitment, Retention and Relocation Incentives may be authorized.

*This position is a Defense Civilian Intelligence Personnel System (DCIPS) position in the Excepted Service under 10 U.S.C. 1601. DoD Components with DCIPS positions apply Veterans' Preference to preference eligible candidates as defined by Section 2108 of Title 5 U.S.C., in accordance with the procedures in DoD Instruction 1400.25, Volume 2005, DCIPS Employment and Placement.*

The Department of the Army provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of this application hiring process, please notify the Hosting HR Specialist for assistance. Your requests for reasonable accommodation will be addressed on a case-by-case basis.



## **How to Apply**

**WARNING:** DO NOT INCLUDE CLASSIFIED INFORMATION IN YOUR APPLICATION PACKET! Application packages that contain Classified information **WILL NOT** receive consideration for this position. Should you submit a resume or any other document as part of your application package and it is confirmed that any of the information is Classified, in addition to being found ineligible for consideration for this position, your Security Office will be notified to determine if any further action is warranted.

1. **You must upload your resume and any supporting documents before hitting start on the link.** <https://armyintel.hirevue.com/signup/Wv4W9vpDsnNAWKQWLyBKZU/>
2. **Once the documents are visible on the sign in screen, select the “start” button to apply and complete the basic assessment.**
3. Please do not upload documents that contain PII without redacting sensitive information. Do not upload any **classified** information with your application submission.
4. Complete applications to include a Resume and response to basic eligibility questions must be submitted by 11:59 pm Eastern Standard Time (EST) on the closing date of the announcement. Incomplete packages may be removed from consideration.
5. For additional assistance, please email the MICECP Recruiting and Accessions Team at [usarmy.meade.usafsc.mbx.micecp-div-recruiting@army.mil](mailto:usarmy.meade.usafsc.mbx.micecp-div-recruiting@army.mil) include INSCOM-AFSC-06232025-001 Intelligence Specialist (Operations) 0132-13 Worldwide in the subject of the email.

- **Requested Documents: A COMPLETE RESUME IS REQUIRED.** Your resume must show relevant experience (cover letter optional) where you worked, job title, duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and end dates (Mo/Yr), hours per week & salary.
- If you are a current Federal employee or previous Federal employee, provide your pay plan, series and grade level i.e. GG-0132-013 on your resume for each Federal position. You are required to submit acceptable documentation of your appointment eligibility, by submitting a copy of your last or most recent SF-50, Notification of Personnel Action **upon request after application.**
- Veterans: You are required to submit acceptable proof of your preference or appointment eligibility. Acceptable documentation is a DD Form 214, "Certificate of Release or Discharge from Active Duty," showing dates of service, as well as character of service (Honorable, General, etc.) and time lost (if any). The member 4 copy of your DD Form 214 is required as well as any documentation concerning a disability (SF-15 and Veterans Affairs Notification of Preference) **upon request after application.**
- **Additional supporting documentation may be requested as necessary.**

## **Fair & Transparent**

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

[New employee probationary period](#)

[Reasonable accommodation policy](#)

[Signature and false statements](#)

[Financial suitability](#)

[Privacy Act](#)

[Selective Service](#)

[Social security number request](#)